

John T. Bauer

Office Managing Shareholder

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Focus Areas

Wage and Hour
Labor Management Relations
Discrimination and Harassment
Unfair Competition and Trade Secrets
Contractors, Staffing and Contingent Workers

Overview

John Bauer has more than 35 years of experience representing and advising employers in all aspects of labor and employment law. His practice includes:

- Wage and hour compliance and litigation
- Employment discrimination and harassment issues
- Labor relations, collective bargaining and other union/management issues
- Wrongful termination
- Personnel policy review and development
- Employee discharge and discipline
- Employment contracts
- Restrictive covenants and trade secrets
- Labor and employment issues related to mergers, sales and acquisitions of businesses

John also has an active litigation practice, representing clients before state and federal courts and administrative agencies, as well as in arbitration proceedings.

Additionally, he regularly speaks to business groups on labor and employment law topics.

In law school, John was articles editor of the *Albany Law Review*.

Professional and Community Affiliations

- Member, Board of Directors, HIA-LI
- Member, Advisory Board, Island Harvest
- Member, American Bar Association
- Member, New York State Bar Association
- Member, Suffolk County Bar Association
- Member, Nassau County Bar Association

Recognition

- Named, The Best Lawyers in America®, 2014-2024
- Named, Lawyer of the Year, Litigation - Labor and Employment, Long Island, *The Best Lawyers in America*®, 2018 and 2019
- Named, Top Lawyers of Long Island, *Long Island Herald Newspaper*
- Named, Top Labor and Employment Lawyers on Long Island, *Long Island Business News*
- Named, One of the Ten Leaders in Labor and Employment Law on Long Island, *The Ten Leaders Cooperative*

Education

J.D., Albany Law School, 1986

B.A., State University of New York at Stony Brook, 1982, *With Honors*

Bar Admissions

New York

Courts

U.S. Court of Appeals, 2nd Circuit

U.S. Court of Appeals, 3rd Circuit

U.S. District Court, Eastern District of New York

U.S. District Court, Southern District of New York

Publications & Press

Best Lawyers in America® 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Littler's William Ng Named President-Elect of the Asian American Bar Association of New York

Littler Press Release

February 25, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

ABA Young Lawyers Division Names Littler's William H. Ng Among 2019 Top 40 Young Lawyers

Littler Press Release

June 28, 2019

Shareholder Ellen Storch Joins Littler in Long Island

Littler Press Release

January 17, 2019

Suffolk County Set to Become the Fourth New York Jurisdiction to Ban Salary History Inquiries

Littler ASAP

December 10, 2018

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

Suits and Armor

Long Island Business News

August 12, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Littler Press Release

August 18, 2014

Around the world in 80 depositions

Long Island Business News

June 16, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

John Bauer Notes Long Island as a Hot Spot for Littler

Newsday.com

June 5, 2006

Littler Mendelson Continues Explosive Growth with 18 New Attorneys in New York, Long Island, and Newark

Littler Press Release

June 1, 2006

Speaking Engagements

Recent Developments in Labor and Employment Law

HIA-LI HR Committee

June 13, 2024

Recent Developments in Labor and Employment Law in New York

HIA-LI HR Committee

June 29, 2023

2023 Tri-State Regional Employer Conference

New York, NY

June 20, 2023

It's Not Just About COVID! Changes in New York Employment Law

HIA-LI Human Resources Committee

June 9, 2022

New York Marijuana Legalization: What Employers Need to Know

HIA-LI Human Resources Committee

June 17, 2021

New York State Paid Sick Leave Law and Suffolk County's "Ban-the-Box" Ordinance

Client Presentation

June 11, 2020

Top 10 Employment Law Tips for a Successful 2019

Melville, NY

March 19, 2019

Preventing Workplace Harassment in the Age of #MeToo

HIA-LI Human Resources Committee, Hauppauge, NY

June 14, 2018

Are You Ready for the New York Paid Family Leave Benefits Law?

Melville, NY

October 26, 2017

Hot Topics for New York Employers

New York, NY

October 27, 2016

DOL Issues Final Overtime Rule - New York

Melville, NY

June 30, 2016

Preparing for Change: DOL's Final Rule on Overtime

HIA-LI Human Resources Committee, Hauppauge, NY

June 9, 2016

2015 Tri-State Employer Conference

New York, NY

November 5, 2015

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

Melville, NY

July 16, 2015

Littler's Annual Report on the EEOC

Melville, NY

March 12, 2015

Managing Leaves of Absence: The Interplay of the FMLA and ADA

Melville, NY

December 3, 2014

Hiring and Firing: Best Practices and Avoiding Litigation Landmines

Melville, NY

September 10, 2014

Mandatory Arbitration of Employment Disputes

Fairport, NY

February 27, 2014

Hot Topics: Current Employment and Labor Issues Affecting New York Employers

Melville, NY

October 23, 2013

The Affordable Care Act — Critical Next Steps for Employers

Melville, NY

April 2, 2013

Adapting to the New NLRB, Containing Costs, and Managing Workforces in Today's Environment

NLRB & Labor Law Disputes and Litigation Conference - American Conference Institute

March 21, 2013

Leave Me Alone: Handling FMLA Leave Abuse and Post-FMLA Accommodation

New York, NY

October 25, 2012

Bullying & Violence in the Workplace: The Playground Syndrome

Human Resources Committee - HIA-LI, Hauppauge, NY

October 16, 2012

A Look Back / A Look Forward Legal Update: The Top Employment and Labor Issues Affecting New York Employers

Melville, NY

June 6, 2012

Unionized or Not, Changes at the National Labor Relations Board Affect ALL Employers

Melville, NY

March 6, 2012

Arbitration of Employment Disputes as an Alternative to Litigation

Suffolk County Bar Association

February 10, 2012

Conducting Lawful Workplace Investigations

Human Resources Committee - Hauppauge Industrial Association

February 9, 2012

U.S. Supreme Court Expands Employee Protections Against Retaliation

Nassau County Bar Association

October 12, 2011

What You Need to Know About Flex Work, Telecommuting and Other Alternative Work Arrangements

Melville, NY

September 14, 2011

The Employee from Hell

Melville, NY

May 12, 2011

The Top Employment & Labor Trends to Watch in the Year Ahead

Melville, NY

February 16, 2011

Employee Misclassification: The Risks and How You Can Avoid Them

Melville, NY

November 19, 2010

Weathering the New Wave of Wage & Hour Claims and Class Actions

Melville, NY

May 21, 2010

New York Employment Law Update

Melville, NY

March 9, 2010

Sex Offenders, Terrorists and Video Resumes: How Far Can You Go to Get Information on Prospective and Current Employees

Melville, NY

September 16, 2009

Managing Leaves of Absence

Melville, NY

March 17, 2009

Conducting Lawful Investigations of Employment Related Claims

Melville, NY

October 16, 2008

Managing Personnel to Avoid Expense and Litigation - Developing an Employee Handbook and Workplace Training

Melville, NY

January 11, 2008

Discrimination and Retaliation

Melville, NY

September 20, 2007

Employee Benefits

Melville, NY

July 19, 2007

Religion at the Workplace

Melville, NY

May 17, 2007

Military Leave

Melville, NY

March 22, 2007

FMLA / ADA Update

Melville, NY

January 25, 2007